

metro Utah is on
Par for the **Course**



A snapshot of employer-offered benefits in Salt Lake, Davis, Weber and Utah Counties compares the area with the nation.

In last two years, the unemployment rate has been low, job growth has been strong and wages have been on the rise. These major labor market indicators have pointed towards a mostly blissful economic environment for workers in Utah. However, a very significant aspect of worker compensation was, in many ways, going unmeasured.

The 2007 Benefits Study of Metropolitan Utah was conducted in order to profile the prevalence and participation of employer-offered benefits in Salt Lake, Davis, Weber and Utah counties. Over 1,400 employers were contacted during the first half of 2007 and more than 850 participated, for a response rate of about 60 percent. For this study, benefit characteristics were captured in two categories: whether a firm offered a given benefit and what percentage of employees were enrolled in a given benefit.

Major findings are as follows: Forty-eight percent of workers are enrolled in medical benefits through their employer, thirty-nine percent of the employed are enrolled in dental benefits through their employer, nineteen percent of workers are enrolled in vision benefits through their employer and sixty-nine percent of firms offered some type of benefit to at least one employee.

So, at a 69-percent benefits-offering rate, are our metro employers slacking? Is a 48-percent enrollment rate among workers in metro Utah “good”? Fortunately, our friends at the Bureau of Labor Statistics (BLS) have conducted their own benefits study and have produced benefits statistics on national, metropolitan and regional levels. The BLS National Compensation Survey¹ (NCS) provides a benchmark for comparison across most benefit categories, which allows us to assess how benefits in the four-county metro Utah area stack up elsewhere.

As seen in the accompanying tables, metro Utah’s benefit environment can be regarded as being generally consistent with that of the rest of the nation, other metropolitan areas and the NCS Multi-State Mountain Region that includes Utah. In other words, metro Utah is on par for the course.

Besides illustrating the normalcy of major benefit indicators in metro Utah, the 2007 Benefits Study of Metropolitan Utah provided a wealth of information describing how benefit incidence and participation varies by industry, part-time and temporary job status as well as how much employers contribute to employees’ medical benefits. For comprehensive study results and in-depth benefit analysis please visit <http://jobs.utah.gov>

¹Complete National Compensation Survey results can be viewed at www.bls.gov/ncs

Percent of Offering Firms Comparison Data

Benefit Statistic	Four County Metro Utah	NCS Multi-State “Mountain” Region	NCS National Metropolitan Areas	NCS National
% of Establishments Offering Retirement	45	41	51	48
% of Establishments Offering “Any Type” of Healthcare Benefit	69*	62	63	62

* 69 percent of firms offered medical benefits, which was the most prevalent healthcare benefit.

Percent of Workers Enrolled Comparison Data

Benefit Statistic	Four County Metro Utah	NCS Multi-State “Mountain” Region	NCS National Metropolitan Areas	NCS National
% of Workers Enrolled in Medical Benefits	48	51	53	52
% of Workers Enrolled in Dental Benefits	39	36	37	36
% of Workers Enrolled in Vision Benefits	19	24	22	22

Source: Utah Department of Workforce Services